DOCUMENT RESUME

ED 407 909 HE 030 157

AUTHOR	Tierney, William G.; Bensimon, Estela Mara
TITLE	Promotion and Tenure: Community and Socialization in Academe. SUNY Series: Frontiers in Education.
REPORT NO	ISBN-0-7914-2978-4
PUB DATE	96
NOTE	161p.
AVAILABLE FROM	State University of New York Press, State University Plaza, Albany, NY 12246 ($16.95).
PUB TYPE	Books (010) -- Reports - Research (143)
EDRS PRICE	Document Not Available from EDRS.
DESCRIPTORS	Administrators; *College Faculty; Colleges; *Educational Attitudes; *Faculty Promotion; Higher Education; Racial Differences; Sex Differences; *Socialization; *Tenure; Tenured Faculty; Universities
IDENTIFIERS	*Faculty Attitudes; *Junior Faculty

ABSTRACT

This book examines faculty socialization at American colleges and universities and presents the results of a study on the effects of promotion and tenure on community and socialization in academe. It is based on a study of institutional socialization and faculty peer review carried out at 12 colleges and universities in the United States, involving interviews with 202 assistant professors, 54 department chairs and deans, and 14 provosts. The book first presents conservative, liberal humanist, and critical postmodern views of academe and the problems facing higher education institutions, and then examines the framework for promotion and tenure at various institutions. It delineates the struggles that junior faculty face in regard to the job interview, arrival on campus, formal and informal mentoring, teaching, research, service, and the tenure process. The book then goes on to examine the socialization experiences of women and members of various racial and ethnic groups. It concludes by offering suggestions for revamping the promotion and tenure process. Two appendixes provide demographic information on the institutions and individuals studied and a copy of the interview protocol. (Contains 63 references.) (MDM)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****